



PK USA SECOND CHANCE PROGRAM

September 2012

BUSINESS MODEL

- Have a valid business reason for pursuing such a program.
- Inform your workforce before the program begins and get their buy-in.
- Meet with and get the support of the following political and governmental bodies including:
 - The Mayor's office
 - The local probation and the community service organizations
 - The local judges



BUSINESS MODEL

- In addition to meeting with these entities keep them informed about your progress.
- Good idea to inform City Council and the newspapers of your activities.
- A very key component to ensure the success of the program is; And I quote from the Lord's Prayer
 - *“And lead us not into temptation, but deliver us from evil.”*

Finally, expect some hiccups along the way.



BUSINESS MODEL

PK USA's approach to hiring convicted felons was pursued for the following factors:

- There was a definite need to fill available positions.
- It was good for the business.
- It was good for the community.
- It was the right thing to do.



BUSINESS MODEL

- There is an available workforce which to date has not been utilized
- It's in keeping with one of PK USA's guiding principles –
- “Build better human relations among the workforce and the community based on a respect for humanity.”



BUSINESS MODEL

PK USA introduced this initiative to its workforce at the company's quarterly State of the Business Meetings. The workforce was provided the following information:

- PK USA would be initiating a pilot program to place a limited number of employees with felony convictions into the plant to work on various jobs.



BUSINESS MODEL

- No one's safety would be compromised.
- No full-time employees would be affected by this action.
- Cooperation, support and understanding of this program was needed in order to ensure success.
- This program is one that all can be proud of and it shows how it has positively impacted our local community.



BUSINESS MODEL

- We met with Mayor Furgeson to solicit his support. Mayor Furgeson listened to our initiative on how the Second Chance program would work; he endorsed our program and gave his support.
- With the Mayor's support and assistance, discussions were conducted with the Shelby County Probation Department who helped develop the program. Specific procedures were developed which included the following steps:



BUSINESS MODEL

- All referrals for employment would be handled by the Probation Department.
- The Probation Department was responsible for screening all applicants for employment.
- At no time would safety be compromised.
- Applicants for employment would be referred to the PK USA employment specialist with a reference letter ensuring proper screening had occurred.
- Final approval for hiring rested with PK USA.
- All referrals were confidential; Participants were encouraged to keep their past to themselves allowing confidentiality, only PK's staff knows who are ex-felons.



BUSINESS MODEL

- Met with local judges ensuring their cooperation and buying into the program. The judges fully understood the importance of this initiative and have worked closely with us and the local community service organizations to ensure its success.
- Updates to the program's success are provided to the judges, the City Council and to the local newspaper; which on two occasions have featured the Second Chance program in news articles.



BUSINESS MODEL

There is one final component in ensuring the success of the Second Chance program.

- Again, “And lead us not into temptation, but deliver us from evil.”
- One needs to be smart in hiring ex-felons. They should be spread through out the organization to ensure there are not too many in one area. Temptation should not be placed in front of them. The bottom line is be smart and careful as you hire ex-felons in your organization.



FINAL THOUGHT

There will be opposition to the program.
Remind those who oppose such an initiative
of the words written by President Abraham
Lincoln.

*“Those who deny freedom to others
deserve it not for themselves, and,
under a just God, cannot long retain
it.”--*

